

Career Intentions for Officers & Enlisted	Enlisted, Warrants, Officers										All Respondents	
	Enlisted					Officer & Warrant						
	Career Zone					Career Zone						
	A	B	C	D	E	A	B	C	D	E		
	%	%	%	%	%	%	%	%	%	%	N	PctN
Career Intention												
Stay until retire	17.7	51.3	81.9	82.8	24.8	23.0	43.8	75.5	83.8	26.0	14968	46.9
Retirement elibible now	0.0	0.4	0.5	6.7	47.8	0.0	0.0	0.2	4.5	43.1	1590	5.0
Stay now, but not retire	15.9	6.7	1.6	0.9	1.6	8.9	4.5	0.8	0.4	0.3	2480	7.8
Unsure of career intentions	32.0	20.6	9.6	3.1	4.4	38.3	23.1	11.3	4.1	5.0	6039	18.9
Leave as soon as possible	31.8	19.1	5.3	5.3	15.4	28.7	27.2	10.5	4.2	18.8	6116	19.2
Barred from continuing	2.6	1.8	1.0	1.2	5.9	1.2	1.4	1.7	3.0	6.9	710	2.2

The FREQ Procedure

Table of NQiii by zone

NQiii(Reason for completion)

zone(Career zone: 1/a=0-6, 2/b=7-10, 3/c=11-14, 4/d=15-19, 5/e=20+)

Frequency Row Pct Col Pct	Zone A	Zone B	Zone C	Zone D	Zone E	Total
Re-enlisting	2158 35.08 14.16	1339 21.77 21.62	1232 20.03 21.98	1221 19.85 15.22	201 3.27 6.88	6151
Promotion/Advancement	1768 41.43 11.60	732 17.15 11.82	790 18.51 14.09	746 17.48 9.30	231 5.41 7.91	4267
Extending > 11 months	359 34.29 2.36	163 15.57 2.63	140 13.37 2.50	293 27.98 3.65	92 8.79 3.15	1047
Executing PCS orders	4289 38.62 28.15	1780 16.03 28.75	1876 16.89 33.47	2504 22.55 31.21	656 5.91 22.45	11105
Limited Duty	332 56.46 2.18	62 10.54 1.00	67 11.39 1.20	103 17.52 1.28	24 4.08 0.82	588
Returning AD	190 54.29 1.25	64 18.29 1.03	44 12.57 0.79	30 8.57 0.37	22 6.29 0.75	350
Retiring	63 2.69 0.41	10 0.43 0.16	10 0.43 0.18	1260 53.87 15.70	996 42.58 34.09	2339
Transfer to NR	492 44.89 3.23	174 15.88 2.81	65 5.93 1.16	255 23.27 3.18	110 10.04 3.76	1096
Total (Continued)	15238	6192	5605	8024	2922	37981

The FREQ Procedure

Table of NQiii by zone

NQiii(Reason for completion)

zone(Career zone: 1/a=0-6, 2/b=7-10, 3/c=11-14, 4/d=15-19, 5/e=20+)

Frequency Row Pct Col Pct	Zone A	Zone B	Zone C	Zone D	Zone E	Total
Transfer to NG	20 45.45 0.13	12 27.27 0.19	8 18.18 0.14	3 6.82 0.04	1 2.27 0.03	44
Transfer to another service	61 53.04 0.40	29 25.22 0.47	14 12.17 0.25	10 8.70 0.12	1 0.87 0.03	115
High year tenure	10 5.15 0.07	16 8.25 0.26	14 7.22 0.25	67 34.54 0.83	87 44.85 2.98	194
Medical discharge	191 63.67 1.25	44 14.67 0.71	43 14.33 0.77	16 5.33 0.20	6 2.00 0.21	300
Other discharge	364 79.65 2.39	57 12.47 0.92	19 4.16 0.34	14 3.06 0.17	3 0.66 0.10	457
Return to civilian	2287 65.64 15.01	790 22.68 12.76	192 5.51 3.43	146 4.19 1.82	69 1.98 2.36	3484
Command discretion	2654 41.19 17.42	920 14.28 14.86	1091 16.93 19.46	1356 21.04 16.90	423 6.56 14.48	6444
Total	15238	6192	5605	8024	2922	37981

Frequency Missing = 1271

The FREQ Procedure

Table of NQiii by rank

NQiii(Reason for completion)			
rank(1=Enlisted, 2=Warrants, 3=Officer)			
Frequency Row Pct Col Pct	Enlisted	Officer	Total
Re-enlisting	6155 99.82 17.91	11 0.18 0.29	6166
Promotion/Advancement	4023 93.86 11.70	263 6.14 7.00	4286
Extending > 11 months	1021 97.33 2.97	28 2.67 0.74	1049
Executing PCS orders	9120 81.91 26.53	2014 18.09 53.58	11134
Limited Duty	571 97.11 1.66	17 2.89 0.45	588
Returning AD	303 85.59 0.88	51 14.41 1.36	354
Retiring	1958 83.28 5.70	393 16.72 10.45	2351
Transfer to NR	953 86.56 2.77	148 13.44 3.94	1101
Total (Continued)	34372	3759	38131

The FREQ Procedure

Table of NQiii by rank

NQiii(Reason for completion)  
 rank(1=Enlisted, 2=Warrants, 3=Officer)

Frequency Row Pct Col Pct	Enlisted	Officer	Total
Transfer to NG	37 82.22 0.11	8 17.78 0.21	45
Transfer to another service	101 87.07 0.29	15 12.93 0.40	116
High year tenure	179 92.27 0.52	15 7.73 0.40	194
Medical discharge	299 95.83 0.87	13 4.17 0.35	312
Other discharge	450 96.57 1.31	16 3.43 0.43	466
Return to civilian	3261 93.04 9.49	244 6.96 6.49	3505
Command discretion	5941 91.91 17.28	523 8.09 13.91	6464
Total	34372	3759	38131

Frequency Missing = 1121

The FREQ Procedure

Table of zone by rank

zone(Career zone: 1/a=0-6, 2/b=7-10, 3/c=11-14, 4/d=15-19, 5/e=20+)  
 rank(1=Enlisted, 2=Warrants, 3=Officer)

Frequency Row Pct Col Pct	Enlisted	Officer	Total
Zone A	14609 94.21 41.86	898 5.79 23.84	15507
Zone B	5803 92.05 16.63	501 7.95 13.30	6304
Zone C	5085 88.91 14.57	634 11.09 16.83	5719
Zone D	7341 89.92 21.03	823 10.08 21.85	8164
Zone E	2064 69.40 5.91	910 30.60 24.16	2974
Total	34902	3766	38668

Frequency Missing = 584

Table of sex by rank

sex(Sex: M=male, F=Female)  
 rank(1=Enlisted, 2=Warrants, 3=Officer)

Frequency Row Pct Col Pct	Enlisted	Officer	Total
Female	6284 91.22 17.95	605 8.78 15.88	6889
Male	28729 89.97 82.05	3204 10.03 84.12	31933
Total	35013	3809	38822

Frequency Missing = 430

## Important Influences to Stay and Leave

NPRST

- ★ For each individual Sailor, Argus automatically makes a list of items that Sailor has indicated is an influence on their decision to stay or leave the Navy
  - Sailors select (up to) 5 most important influences to stay
  - Sailors select (up to) 5 most important influences to leave
  
- ★ Next 4 pages show results for enlisted and officers.
  - First column shows, in order of frequency, the top 30 most important influences for all Sailors to stay or leave
  - The next 5 columns show each item's rank by career zone
  - For example, the Enlisted Reasons to Stay table shows Medical Benefits are the most frequently mentioned influence for all enlisted personnel and was ranked 1<sup>st</sup> by Sailors in Zones A and B. It was ranked 2<sup>nd</sup> by Sailors in zones C and D, and 3<sup>rd</sup> by those in zone E.

Obs	ArgStay	All	Zone A	Zone B	Zone C	Zone D	Zone E
1	NQK1 Your medical benefits	1	1	1	2	2	3
2	NQI1 Family support	2	7	3	1	1	2
3	NQG1 Current job satisfaction	3	6	6	3	3	1
4	NQL4 Educational benefits	4	2	2	6	7	16
5	NQL1 Amount of leave you receive	5	4	4	7	4	7
6	NQA1 Advancement/Promotion Opportunities	6	5	5	4	6	4
7	NQK2 Your dental benefits	7	3	8	9	13	26
8	NQI13 Medical Care for family	8	9	7	5	5	14
9	NQG4 Job interest	9	8	9	8	10	8
10	NQN3 Immediate supervisor leadership quality	10	10	10	10	15	15
11	NQL8 Value of your benefits	11	12	12	12	11	18
12	NQN8 CPO leadership quality	12	13	11	14	9	13
13	NQN4 Senior officer leadership quality	13	16	15	11	12	6
14	NQG2 Level Responsibility	14	19	14	16	8	5
15	NQL5 Availability commissary	15	14	13	18	17	21
16	NQN7 CMC/COB leadership quality	16	17	22	13	14	9
17	NQB3 Control over PCS assignments	17	18	16	15	16	17
18	NQG3 Level job challenge	18	21	17	21	18	12
19	NQD8 Opp to travel	19	15	23	25	26	25
20	NQI14 Family dental care	20	20	19	17	20	29
21	NQN9 LPO leadership quality	21	11	18	37	42	59
22	NQB4 Opp to work in primary rate/designator	22	23	27	19	19	23
23	NQJ1 Amount of pay received	23	29	28	20	21	11
24	NQC2 Camaraderie	24	24	26	29	22	19
25	NQN5 Department head leadership quality	25	22	25	27	24	30
26	NQC1 Unit morale	26	33	36	26	23	10
27	NQB3b PCS to jobs in good location	27	34	20	23	25	27
28	NQI13d Cost family medical care	28	27	21	28	27	35
29	NQE1 Recognition job accomplishments	29	35	24	22	28	36
30	NQL6 Availability exchange	30	25	29	35	32	40



Obs	ArgStay	All	Zone A	Zone B	Zone C	Zone D	Zone E
1	NQI1 Family support	1	13	6	1	1	3
2	NQG1 Current job satisfaction	2	5	1	2	3	2
3	NQA1 Advancement/Promotion Opportunities	3	7	11	3	2	1
4	NQG4 Job interest	4	6	5	5	4	6
5	NQN4 Senior officer leadership quality	5	2	9	4	7	8
6	NQN3 Immediate supervisor leadership quality	6	9	2	6	6	7
7	NQG2 Level Responsibility	7	20	7	9	5	4
8	NQK1 Your medical benefits	8	1	16	8	11	13
9	NQL1 Amount of leave you receive	9	3	8	10	15	14
10	NQG3 Level job challenge	10	15	13	7	12	9
11	NQC2 Camaraderie	11	8	4	12	10	12
12	NQB4 Opp to work in primary rate/designator	12	14	3	18	8	10
13	NQJ1 Amount of pay received	13	22	15	16	14	5
14	NQL4 Educational benefits	14	11	10	13	18	17
15	NQM5 Working relations in Navy	15	27	18	14	19	11
16	NQB3 Control over PCS assignments	16	24	12	17	13	15
17	NQC1 Unit morale	17	17	26	21	9	16
18	NQI13 Medical Care for family	18	21	14	22	17	21
19	NQD8 Opp to travel	19	12	17	30	16	26
20	NQB3b PCS to jobs in good location	20	19	23	11	23	24
21	NQL8 Value of your benefits	21	16	22	28	22	19
22	NQA3 Professional Development Opportunities	22	28	31	15	25	18
23	NQK2 Your dental benefits	23	4	49	23	33	51
24	NQN2 Respect Navy leadership	24	18	.	41	20	20
25	NQN5 Department head leadership quality	25	10	19	34	34	45
26	NQL5 Availability commissary	26	25	51	27	21	23
27	NQB1a Availability of detailee	27	34	25	24	26	22
28	NQG5 Job complexity	28	44	29	20	31	34
29	NQA4 Career Enhancing Opportunities	29	33	54	19	35	28
30	NQI13d Cost family medical care	30	30	21	26	32	50

Obs	ArgLeave	All	Zone A	Zone B	Zone C	Zone D	Zone E
1	NQA1 Advancement/Promotion Opportunities	1	5	3	1	1	1
2	NQJ1 Amount of pay received	2	1	1	3	3	2
3	NQE1 Recognition job accomplishments	3	2	2	2	2	4
4	NQC1 Unit morale	4	3	4	4	8	10
5	NQN1 Trust Navy leadership	5	6	5	7	4	6
6	NQG1 Current job satisfaction	6	4	6	10	9	8
7	NQB3 Control over PCS assignments	7	9	7	8	6	7
8	NQG7 Red tape to do job	8	7	8	6	10	9
9	NQI6 Separation from family/friends	9	19	9	5	5	3
10	NQI2 Impact of Navy on family	10	8	10	15	13	16
11	NQD1 Hours at sea to get job done	11	11	12	13	12	13
12	NQJ1a Amount base pay	12	10	14	11	17	11
13	NQF1 Availability of supplies	13	21	13	9	7	5
14	NQN3 Immediate supervisor leadership quality	14	14	15	26	22	18
15	NQN8 CPO leadership quality	15	15	11	21	20	46
16	NQH9 Berthing on Navy Ships	16	12	23	25	28	39
17	NQD6 Balance work/personal time	17	16	19	23	26	34
18	NQE2 Recognition of job performance	18	23	20	17	18	15
19	NQM4 Physical Fitness Standards	19	29	17	16	15	22
20	NQG4 Job interest	20	13	34	61	49	54
21	NQA2 Time between promotions	21	38	24	24	11	12
22	NQN2 Respect Navy leadership	22	18	28	48	33	30
23	NQN7 CMC/COB leadership quality	23	39	32	18	14	20
24	NQI3 Impact PCS moves on spouse career	24	45	25	12	21	21
25	NQN5 Department head leadership quality	25	27	21	35	24	23
26	NQD4 Time training	26	20	26	32	36	33
27	NQG8 Number personnel	27	41	18	19	19	31
28	NQI5 Impact of PCS moves on children	28	61	30	14	16	17
29	NQH7 Cost of housing	29	30	16	28	37	49
30	NQN4 Senior officer leadership quality	30	36	29	36	23	19

Obs	ArgLeave	All	Zone A	Zone B	Zone C	Zone D	Zone E
1	NQA1 Advancement/Promotion Opportunities	1	18	10	1	1	1
2	NQF1 Availability of supplies	2	3	1	3	2	11
3	NQN1 Trust Navy leadership	3	7	2	2	4	2
4	NQG7 Red tape to do job	4	1	4	5	6	6
5	NQG1 Current job satisfaction	5	5	8	13	8	5
6	NQI2 Impact of Navy on family	6	2	3	12	11	20
7	NQB3 Control over PCS assignments	7	9	7	7	13	3
8	NQN4 Senior officer leadership quality	8	10	5	9	12	12
9	NQE1 Recognition job accomplishments	9	16	13	6	14	4
10	NQJ1 Amount of pay received	10	6	6	8	19	21
11	NQI3 Impact PCS moves on spouse career	11	23	9	11	7	8
12	NQI6 Separation from family/friends	12	27	14	14	3	9
13	NQC1 Unit morale	13	4	26	10	17	24
14	NQG10 Zero defects mentality	14	21	16	4	15	18
15	NQD1 Hours at sea to get job done	15	12	11	19	10	27
16	NQI5 Impact of PCS moves on children	16	40	33	42	5	7
17	NQD6 Balance work/personal time	17	17	15	16	9	28
18	NQN3 Immediate supervisor leadership quality	18	11	25	24	36	14
19	NQG8 Number personnel	19	13	18	21	34	19
20	NQI13 Medical Care for family	20	26	22	17	18	15
21	NQI7 Childrens education	21	89	34	15	21	10
22	NQN2 Respect Navy leadership	22	30	17	27	31	23
23	NQN5 Department head leadership quality	23	8	30	18	82	61
24	NQD4 Time training	24	15	12	.	26	49
25	NQC5 Number quick response tasks	25	43	56	25	30	13
26	NQK3 Changes to retiree benefits	26	54	35	37	16	22
27	NQM4 Physical Fitness Standards	27	35	37	54	28	16
28	NQJ1a Amount base pay	28	28	28	23	22	37
29	NQI4 Impact of location on spouse career	29	33	23	29	20	31
30	NQE2 Recognition of job performance	30	70	40	34	27	17